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**CERTIFICATE**  
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This is to certify that

**Assoc. Prof. Dr. Berat ÇİÇEK**

*In online and technical presentaion, recognition and appreciation of research contributions to*

**2. INTERNATIONAL ÜSKÜDAR SCIENTIFIC RESEARCH AND INNOVATION CONGRESS 29-30 NOVEMBER**

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*with the paper entitled*

**“ THE EFFECT OF PSYCHOLOGICAL EMPOWERMENT ON JOB CRAFTING:A STUDY ON MANUFACTURING WORKERS “**

Uzm. Yasemin AĞAOĞLU  
Head Of Congress Group

Sefa Salih BİLDİRİCİ  
HEAD OF İSARC